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Inequality in Academia: A Study of Wage and Hiring Inequality

Heather Richards

Indiana University - Purdue University Fort Wayne

Kelly Klinker

Indiana University - Purdue University Fort Wayne

Jim Atz

Indiana University - Purdue University Fort Wayne

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Inequality in Academia: A Study of Wage and Hiring Inequality

Heather Richards, Kelly Klinker, Jim Atz

Hedayeh Samavati

Economics

Indiana University-Purdue University Fort Wayne

The wage gap between males and females has gradually subsided following the passage of affirmative action legislation. However, it is crucial that studies be conducted to track such progress to ensure this legislation fulfills its intended purpose. The intent of this paper is to examine the extent of gender wage gap in academia. Also, we study the hiring practices of research universities regarding male and female faculty members.

Recent statements by university officials have made it apparent that sexual discrimination exists among higher education leaders. Harvard University President, Lawrence Summers, suggested in a recent speech that innate differences between the sexes could explain why fewer women succeed in science and math careers. These comments sparked much criticism among female faculty members and increased interest in the apparent wage gap among faculty members. Some studies suggest that equal pay for equal work and equality in hiring practices is not realized in present day academia. Cultural stigmas are largely responsible for such wage and hiring discrimination. This study will investigate whether gender difference is the cause of inequality in the higher education workforce.